

**WDBJ-DT / WZBJ-DT / WZBJ-CD**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 thru May 31, 2022**

**I. VACANCY LIST**

**See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

	<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
1	Lifestyle Producer	5-8-9-13-15-17-18-28-30-36-37-38-39-41-42-43-45-52	5
2	Editor/Photographer	5-8-9-13-14-15-18-20-28-36-37-38-39-41-42-43-45-52	5
3	Account Executive-Associate	5-7-9-13-15-17-18-28-30-36-37-38-39-41-45	5
4	Multimedia Journalist	3-5-8-9-13-15-17-18-28-36-37-38-39-40-41-45-52	3
5	Technical Medial Producer-Associate	3-5-7-9-13-15-17-18-28-30-36-37-38-39-41-42-43-45-47-52	3
6	Multimedia Journalist	5-7-9-11-13-15-17-18-28-30-36-37-38-39-41-42-43-45-52	5
7	Multimedia Journalist/Anchor	3-5-8-9-15-17-18-28-30-36-37-38-39-41-45-52	5
8	Technical Medial Producer-Associate	3-5-7-9-13-15-17-18-28-30-36-37-38-39-41-42-43-45-47-52	5
9	Digital News Producer	5-8-9-13-15-18-30-36-37-38-39-41-43-45-52	5
10	Producer Primary (News)	5-8-9-13-15-17-18-28-30-36-37-38-39-40-41-43-45-52	5
11	Multimedia Journalist	3-5-8-9-11-13-15-17-18-28-30-36-37-38-39-41-42-45-52	11
12	Technical Medial Producer-Associate	5-8-9-13-15-17-18-28-30-36-37-38-39-40-41-42-43-45-47-52	5
13	Receptionist/Sales Support	5-8-9-13-15-17-18-28-30-36-37-38-39-40-41-43-45-52	5
14	Producer-Associate	5-8-9-13-14-15-17-18-28-30-37-38-39-41-45-52-14	5
15	Producer (W/E Sec)	5-8-9-13-14-15-17-18-28-30-37-38-39-41-45-52-14	5
16	Multimedia Journalist	3-5-8-9-11-13-15-17-18-28-30-37-38-39-40-41-43-45-52	11
17	Multimedia Journalist	3-5-8-9-13-15-17-18-28-30-36-39-41-52	5

**WDBJ-DT / WZBJ-DT / WZBJ-CD**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 – May 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No. of Interviewees Referred by RS over 12-month period
1	ADWEEK (FEE)		Adweek.com				1-800-205-7792	No	
2	Broadcasting & Cable Magazine		www.broadcastingcable.com/job				212-378-0400 ext. 517	No	
3	Employee / Former Employee Referral							No	8
4	Full Sail University		3300 University Blvd	Winter Park	FL	32792	866-807-3140	No	
5	Gray Jobs – includes Indeed		jobs@Gray.tv					No	39
6	Gray Television-EEO		jobs@gray.tv.com					No	
7	Hampden-Sydney College		80 College Road (Handshake)	Hampden Sydney	VA	23943	434-223-6000	No	
8	Hampton University		114 Wigwam Bldg.	Hampton	VA	23668	804-727-5331	No	
9	Hollins University		7916 Williamson Road (Handshake)	Roanoke	VA	24019	800-456+9595	No	
10	Howard University		2222 4th St., NW	Washington	DC	20059	202-806-5806	No	
11	Internal Hire/ Promotion							No	6

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No. of Interviewees Referred by RS over 12- month period
12	Internships								
13	James Madison University	David Chase	800 S Main S	Harrisonburg	VA	22807	540-568-7073	No	
14	Job Fairs							No	2
15	Liberty University		Career Center-DeMoss Hall 164-Box 20000 (Handshake)	Lynchburg	VA	24506-8001	804-582-2352	No	
16	LinkedIn							No	
17	Longwood University		201 High Street (Handshake)	Farmville	VA	23909	434-395-2000	No	
18	Mary Baldwin University		101 E Frederick St (Handshake)	Staunton	VA	24401	540-887-7019	No	
19	Media Bistro		825 Eighth Avenue, 29th Floor	New York	NY	10019	800-205-7792	No	
20	Media Line		P.O. Box 51909	Pacific Grove	CA	93950-6909	408-648-5200	No	

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No of Interviewees Referred by RS over 12-month period
21	Mississippi State University	career.ms state.edu	Lee Boulevard	Starkville	MS	39762	662-325-2323	No	
22	NAB Job Clearinghouse	Michael McKinley	1771 N Street NW	Washington	DC	20036	202-429-5497	No	
23	National Association of Black Journalists (FEE)		3100 Taliaferro Hall	College Park	MD	20742-7717	301-405-8500	No	
24	Non-employee referral							No	
25	Norfolk State University	Benjamin Ellis, Jr.	2401 Corprew Ave.	Norfolk	VA	23504	804-683-8462	No	
26	North Carolina A & T State University	Office of Career Services	101 Murphy Hall	Greensboro	NC	27411	336-334-7500	No	
27	Pennsylvania State University	studentaffairs.psu.edu/career/employers/	201 Old Main	University Park	PA	16802	814-865-4700	No	
28	Radford University (Hire a Highlander)		801 E Main Street (Handshake)	Radford	VA			No	
29	Rick Gevers (FEE)		rick@rickgevers.com					No	
30	Roanoke College Maroon Net		221 College Lane Office of Career Services	Salem	VA	24153	540-375-2303	No	

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No of Interviewees Referred by RS over 12-month period
31	Roanoke Times		201 W Campbell Ave.	Roanoke	VA	24011	540-981-3108	No	
32	RTNDA		rtnda@rtnda.org					No	
33	Society of Broadcast Engineers							No	
34	SPOTS N DOTS (FEE)		spotsndots.com				888-884-2630	No	
35	TV News Check (FEE)		238 Crosshill Road	Wynnewood	PA	01906	610-649-7989	No	
36	TVJOBS.COM	Mark Holloway	tvjobs.com					No	
37	University of Mary Washington		1301 College Avenue (Handshake)	Fredericksburg	VA	22401	540-654-1000	No	
38	University of Missouri		801 Conley Ave, 15 Jesse Hall (Handshake)	Columbia	MO	65211	573-882-7976	No	
39	University of NC at Ashville & Chapel Hill	www.myint erfase.co m/unca/e mploye	One University Heights (Handshake)	Asheville	NC	28804	828-251-6600	No	
40	University of VA		P.O. Box 400101 (Handshake)	Charlottesville	VA	22904	434-924-2048	No	
41	Veterans Admin/Dept of Vocational Rehab	Mary E. Wells-Garland	VAMC 1970 Roanoke Blvd, 116B1	Salem	VA	24153	540-982-2463 ext 3102	Yes	
42	Virginia Assoc. of Broadcasters		630 Country Green Lane	Charlottesville	VA	22902	434-977-3716	No	

[illegible]

WDBJ-DT / WZBJ-DT / WZBJ-CD  
EEO PUBLIC FILE REPORT  
June 1, 2021 thru May 31, 2022

III. RECRUITMENT INITIATIVES

<i>Type of Recruitment Initiative (Menu Selection)</i>	<i>Brief Description of Activity</i>
1 Participate in events sponsored by education institutions relating to career opportunities in broadcasting.	<ol style="list-style-type: none"><li>1) March 25, 2022 Journalist spoke virtually for a class at Sam Houston University taught by Professor</li><li>2) News Director spoke and participated in virtual career recruiting efforts as listed:<ol style="list-style-type: none"><li>a) <b>Friday, February 18</b> 3 p.m. (eastern) University of Alabama</li><li>b) <b>Friday, February 25</b> 11 a.m. (eastern) Syracuse University</li><li>c) <b>Friday, February 25</b> 3:30 p.m. (eastern) West Virginia University</li><li>d) <b>Monday, February 28</b> 10 a.m. (eastern) University of Kentucky</li><li>e) <b>Monday, February 28</b> 2 p.m. (eastern) University of Florida</li><li>f) <b>Tuesday, March 8</b> 10 a.m. (eastern) University of Tennessee</li></ol></li></ol>

**Type of Recruitment Initiative  
(Menu Selection)**

**Brief Description of Activity**

**Friday, March 18** 10 a.m. (eastern)  
Virginia Tech

g) **Friday, March 18** 2 p.m. (eastern)  
Virginia Tech

h) **Wednesday, March 23** 11 a.m. (eastern)  
Ball State University

3) March 15, 2022 Journalist spoke virtually for a class at Chapman University

4) February 24, 2022 Journalist spoke at Black Awareness Club at Christiansburg High School April 14, 2020 Meteorologist spoke to New London Academy

**2 EEO Training**

On February 17, 2022, our office manager participated in the FCC's Equal Opportunity Rules: A webinar for Gray Television stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.

**3 Racial Equity Training**

May 11, 2021, thru June 10, 2021. Our Sales Manager participated in a 6-part training series "Foundations in Diversity, Equity and Inclusion: from Adaway Consulting, a program developed for Gray Television. Information covered in the training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas make regarding gendered language, race, class and ability and how to apologize effectively.



***Type of Recruitment Initiative  
(Menu Selection)***

***Brief Description of Activity***

**4** Internship Program

On-going intern program during reporting year. We had 2 students from Virginia Tech, that were here January 2022 through May 2022. All our interns spend time in each department and were supervised by each department head with a concentration in News where they were supervised by News Director and Director of Internships.